



# 44<sup>th</sup> Annual Conference & Exposition SHRM Puerto Rico Chapter

December 13<sup>th</sup>, 14<sup>th</sup> and 15<sup>th</sup>, 2017  
**Sheraton Puerto Rico Hotel & Casino**  
 Convention District Area, San Juan, Puerto Rico

## W E D N E S D A Y , D E C E M B E R 1 3 , 2 0 1 7

10:00 am – 5:00 pm *Conference Registration Area & Exhibitors*

12:00 pm – 1:30 pm *Educational Sessions (Make up sessions previously scheduled for Friday)*

CONCURRENT SESSIONS	
<p style="text-align: center;">12:00 pm - 1:30 pm</p> <p style="text-align: center;">LAGUNA 2 SALON</p>	<p style="color: orange; font-weight: bold;">Impact of PR Tax Law Changes in Retirement Plans and Severance Payments</p> <p><i>René J. Avilés García, Esq.</i>  <b>Ferraiuoli LLC</b></p> <p>Cluster: <i>Business</i>            Behavioral Competency: <i>Critical Evaluation</i>            HR Expertise Domain: <i>Workplace</i>            Functional Area: <i>Employment Law &amp; Regulations</i></p> <p style="text-align: right;"><i>Audience - All Levels</i></p>
<p style="text-align: center;">12:00 pm - 1:30 pm</p> <p style="text-align: center;">BAHIA 2 SALON</p>	<p style="color: orange; font-weight: bold;">Gratitude: A Twist to Corporate Culture</p> <p style="text-align: right; color: orange; font-weight: bold;">Sponsored by:</p> <div style="text-align: right;">  </div> <p><i>Paul E. González Mangual, CEO</i>  <b>The Thankful Company</b></p> <p>Cluster: <i>Interpersonal</i>            Behavioral Competency: <i>Relationship Management   Global &amp; Cultural Effectiveness</i>            HR Expertise Domain: <i>People</i>            Functional Area: <i>: Employee Engagement &amp; Retention</i></p> <p style="text-align: right;"><i>Audience - All Levels</i></p>
<p style="text-align: center;">12:00 pm - 1:30 pm</p> <p style="text-align: center;">BAHIA 1 SALON</p>	<p style="color: orange; font-weight: bold;">An Employer’s Guide to Operating in Puerto Rico after Hurricane Maria</p> <p><i>Anita Montaner Sevillano, Esq. &amp; Reinaldo L. Figueroa Matos, Esq.</i>  <b>McConnell Valdés, LLC</b></p> <p>Cluster: <i>Business</i>            Behavioral Competency: <i>Critical Evaluation</i>            HR Expertise Domain: <i>Organization   Workplace</i>            Functional Area: <i>Employee &amp; Labor Relations   Employment Law &amp; Regulations</i></p> <p style="text-align: right;"><i>Audience - All Levels</i></p>



	<b>MEGA SESSION</b>
12:00 pm - 1:30 pm  San Felipe & San Cristóbal Salon	<p><b>The Bonding Influence: Igniting Followership through Insightful Conversations</b></p> <p><i>Andria M. Salvá, PhD, President &amp; General Manager EU^Quest Talent Consulting</i></p> <p>Cluster: <i>Interpersonal</i> Behavioral Competency: <i>Relationship Management   Communication</i> HR Expertise Domain: <i>People</i> Functional Area: <i>Employee Engagement &amp; Retention   Learning &amp; Development</i></p> <p style="text-align: right;"><i>Audience – Mid-Level</i></p>
1:30 pm – 2:00 pm	<b>BREAK</b>

**OPENING ACTIVITY OF THE SHRM PUERTO RICO CHAPTER  
44<sup>TH</sup> ANNUAL CONFERENCE & EXPOSITION  
CHALLENGES & OPPORTUNITIES AFTER HURRICANE MARIA  
NEW REALITIES FOR HR PROFESSIONALS**



**2:00 pm - 5:30 pm Pre-Conference Opening Activity**

Organizational Culture Behavior	Recruitment	Economic Perspective in the labor sector	Benefits	Technology Information System and Risk Control	Closure
<b>Nilda Guerrero</b> Telemedik	<b>Nairda Martínez</b> Kelly Services	<b>Ernesto Villarini</b> Consultiva International	<b>Luis E. Pizarro, Esq.</b> MCS	<b>Wilfredo Cosme</b> Renova Soluciones	<b>Carlos Saavedra, Esq.</b> Secretary of Labor Department




**5:30 pm - 7:00 pm Cocktail Party & Annual Conference Opening Hosted by:**



\* Pre-Conference Activity has an additional cost. For registration assistant, call 787.767.2141.



T H U R S D A Y , D E C E M B E R 1 4 , 2 0 1 7	
7:00 am – 4:30 pm <i>Registration Area</i>	Conference Registration
7:30 am – 7:45 am <i>EXPO Entrance</i>	Opening and EXPO
7:45 am – 8:30 am <i>Expo Area</i>	Breakfast
<b>CONCURRENT SESSIONS</b>	
8:30 am – 10:00 am  BAHIA 1 SALON	<p><b>Maximizing The Impact Of Law 4-2017 In Your Organization: A Discussion Of The Exempt Categories Under Puerto Rico Labor Law Reform</b></p> <p><i>Reynaldo Quintana Latorre, Esq. Baerga &amp; Quintana Law Offices, LLC</i></p> <p>Cluster: <i>Business</i> Behavioral Competency: <i>Consultation</i> HR Expertise Domain: <i>Workplace   Organization</i> Functional Area: <i>Employment Law &amp; Regulations   Employee &amp; Labor Relations</i> <i>Audience- Mid-Level</i></p> <p>Sponsored by: </p>
8:30 am – 10:00 am  BAHIA 2 SALON	<p><b>Promoting a Vortex Organization for Achieving Sustainable Business Results</b></p> <p><i>Andria M. Salvá, PhD, President &amp; General Manager EU^Quest Talent Consulting</i></p> <p>Cluster: <i>Business</i> Behavioral Competency: <i>Business Acumen   Consultation</i> HR Expertise Domain: <i>People   Organization</i> Functional Area: <i>HR Strategy Planning   Organizational Effectiveness &amp; Development</i> <i>Audience- Mid-Level</i></p>
8:30 am – 10:00 am  LAGUNA 2 SALON	<p><b>Medical Cannabis in the Workplace: Do's and Don'ts</b></p> <p><i>María Judith (Nani) Marchand-Sánchez, Esq. Ferraiuoli, LLC.</i></p> <p>Cluster: <i>Business</i> Behavioral Competency: <i>Consultation</i> HR Expertise Domain: <i>Workplace</i> Functional Area: <i>: Employment Law &amp; Regulations</i> <i>Audience – Mid-Level</i></p>

**MEGA SESSION****Neuro-Leadership and It's Role In Human Resources**

**Maritza Soto-García, PhD, JD, SHRM-SCP, SPHR, GPHR, CCP**  
UPR-Mayagüez

Cluster: *Interpersonal*

Behavioral Competency: *Relationship Management*

HR Expertise Domain: *People | Workplace*

Functional Area: *Employee Engagement & Retention | Diversity & Inclusion*

*Audience - All Levels*

8:30 am – 10:00 am

San Felipe & San Cristóbal  
Salon10:00 am – 10:30 am  
Expo Area**Morning Break @ EXPO**

10:30 am - 12:15 pm

**PLENARY SESSION - AWARDS AND KEYNOTE SPEAKER****SHRM-PR Awards Ceremony****Keynote: HR Learning: Where Are We Headed Next? SHRM 2017 Body of Competency and Knowledge and the Value of Competency Based Credentialing**

**Alexander Alonso, PhD., SHRM-SCP, SVP**  
*of Knowledge Development & Certification*  
*Society for Human Resource Management*

Sponsored by:



This session will have Spanish translation | Audience - All Levels

MIRAMAR SALON

12:15 am – 2:00 pm  
Expo Area

**Lunch @ EXPO | Ignite! Power Lunch Sessions**

**Raffle & Prizes**

2:00 pm - 3:30 pm

**PLENARY SESSION - KEYNOTE SPEAKER****Keynote: Millennials In The Workplace**

**Kristen Hadeed**  
*Start With Why, LLC*

Sponsored by:



Cluster: *Interpersonal*

Behavioral Competency: *Communication*

HR Expertise Domain: *People | Workplace | Organization*

Functional Area: *Employee Engagement & Retention | Workforce Management |*

*Diversity and Inclusion*

This session will have Spanish translation | Audience - All Levels

MIRAMAR SALON



## EDUCATIONAL CONCURRENT SESSIONS

### 80% by 2018: Innovative Wellness Program to Achieve Prevention Goals in the Workplace

*Roberto García-Rodríguez, Esq., President & CEO  
Dr. José Novoa, Chief Medical Officer  
Iraida Ojeda, SPHR, SHRM-SCP, CCP, Chief HR Officer*

*Triple-S Management Corporation*

**Cluster:** *Business*

**Behavioral Competency:** *Business Acumen | Critical Evaluation*

**HR Expertise Domain:** *People | Workplace*

**Functional Area:** *HR Strategy Planning | Corporate Social Responsibility*

Sponsored by:



*Audience - All Levels*

### Linking HR Strategies to Financial Performance

*Lianabel Oliver, MBA, CPA, CMA, CGMA  
OBA Learn*

**Cluster:** *Business*

**Behavioral Competency:** *Consultation*

**HR Expertise Domain:** *Workplace | Organization*

**Functional Area:** *Risk Management | Organizational Effectiveness & Development*

Sponsored by:



*Audience - Senior Level*

## MEGA SESSION

### Separation of Church and Workplace: A Practical Guide to Effectively Manage Religious Diversity in the Employment Context

*Anita Montaner Sevillano, Esq. & Reinaldo L. Figueroa Matos, Esq.  
McConnell Valdés, LLC*

**Cluster:** *Leadership*

**Behavioral Competency:** *Ethical Practice*

**HR Expertise Domain:** *Workplace*

**Functional Area:** *Employment Law & Regulations*

Sponsored by:



people caring for people

*Audience - All Levels*

**🍷 COCKTAIL & MUSIC BAND | NETWORKING @ EXPO**  
Batucada Bombayá | Raffles & Prizes | San Blas Miguel Vargas

3:30 pm – 5:00 pm

LAGUNA 2 SALON

3:30 pm – 5:00 pm

BAHIA 2 SALON

3:30 pm – 5:00 pm

SAN FELIPE  
&  
SAN CRISTOBAL  
SALON

5:00 pm – 8:00 pm

Expo Area



**F R I D A Y , D E C E M B E R 1 5 , 2 0 1 7**

7:00 am – 4:30 pm  
*Register Area*

**Conference Registration**

7:30 am – 8:30 am  
*Expo Area*

**Breakfast @ EXPO AREA**

8:30 am – 10:00 am  
**MIRAMAR SALON**

**IGNITE SMART TALKS**

*Campaign: “Todos Somos RecurSOS Humanos”*

8:32am - 8:50am

***Puerto Rico necesita mejorar su autoestima.***

***Apoya, reconoce y felicita a tu empleado.***

*Alicia Echevarría, MS*

*Puerto Rico Supplies*

Cluster: *Leadership*

Behavioral Competency: *Leadership & Navigation*

HR Expertise Domain: *People*

Functional Area: *Employee Engagement & Retention | Total Rewards*

Intended Audience: *All-Levels*

Sponsored by:

**alight**

8:52am - 9:10am

***Los boricuas somos apasionados.***

***Vamos a transformarnos como país. Abraza la innovación.***

*Heriberto Ginés Reyes, MS*

*Toyota de Puerto Rico*

Cluster: *Leadership*

Behavioral Competency: *Leadership & Navigation*

HR Expertise Domain: *Organization*

Functional Area: *Organizational Effectiveness & Development*

Intended Audience: *All-Levels*

Sponsored by:

**alight**

9:12am - 9:32am

***En Puerto Rico, necesitamos trabajar en equipo.***

***Abre tu mente y corazón, colabora con todos en tu organización.***

*Valeria M. Rodríguez Massó*

*Ivelisse Bonet*

*Paola C. Negrón, Vice President Enactus Team UPR-Bayamón*

*Christian Ortiz, President Enactus Team, UPR-Bayamón*

*Yaritza M. Pérez Rivera, Project Manager Bottle of Hope*

*Giliannie de Castro, Former President*

*Enactus*

Sponsored by:

**alight**



<p>8:30 am – 10:00 am MIRAMAR SALON</p>	<p>9:34am - 9:52am <b><i>Puerto Rico nos necesita a todos. Con tu esfuerzo, contribuyes a su transformación...</i></b> <i>Michelle M. Hernández de Fraley, PhD Comisionada del Negociado de la Policía Policía de Puerto Rico</i></p> <p>Cluster: <i>Leadership</i> Behavioral Competency: <i>Leadership &amp; Navigation</i> HR Expertise Domain: <i>Workplace</i> Functional Area: <i>Corporate Social Responsibility</i> Intended Audience: <i>All-Levels</i></p> <p style="text-align: right;"><b>Sponsored by:</b> <b>alight</b></p> <p style="text-align: right;"><i>Audience - All Levels</i></p>
<p>10:00 am – 10:30 am E x p o A r e a</p>	<p><b>Morning Break</b></p>
<p>10:30am - 12:15pm</p>	<p><b>PLENARY SESSION-2018 ANNOUNCEMENTS &amp; KEYNOTE SPEAKER</b></p>
<p>MIRAMAR SALON</p>	<p><b>2018 President Induction and New Conference Theme Presentation</b></p> <p><b>Steering Your Ship Through Rough Waters: Lessons on Leadership from Captain Phillips</b> <i>Captain Richard Phillips</i></p> <p style="text-align: right;"><b>Sponsored by:</b> <b>TRIPLE-S ADP</b> <b>CARIBBEAN BUSINESS</b> <b>CBenEspañol</b></p> <p style="text-align: right;"> <i>This session will have Spanish translation   Audience - All Levels</i></p>
<p>12:15 pm - 2:00 pm E x p o A r e a</p>	<p> <b>Lunch @ EXPO   Ignite! Power Lunch Sessions</b> <b>AON ADP</b></p>
<p></p>	<p><b>EDUCATIONAL CONCURRENT SESSIONS</b></p>
<p>2:00 pm - 3:30 pm  B A H I A 2 S A L O N</p>	<p><b>Ignite: The Power of One - Linking Life Journeys and Conquests to HR Leadership Success</b></p> <p><i>Jason T. Collett, CEO Adaptivity Development, LLC</i></p> <p>Cluster: <i>Leadership</i> Behavioral Competency: <i>Leadership &amp; Navigation</i> HR Expertise Domain: <i>Organization</i> Functional Area: <i>Structure of the HR Function</i></p> <p style="text-align: right;"><b>Sponsored by:</b> <b>MAPFRE</b> <b>SALUD</b></p> <p style="text-align: right;"> <i>This session will have Spanish translation   Audience - All Levels</i></p>



2:00 pm – 3:30 pm

SAN FELIPE SALON

### The Penta Holistic Management Model: How HR Can Add Value to the Business?

*Adrian Büchner, PhD*  
*Compass Consultoría Organizacional HR-Latam LLC*

Sponsored by:



Cluster: *Business*  
Behavioral Competency: *Business Acumen*  
HR Expertise Domain: *Workplace*  
Functional Area: *HR in the Global Context*

Audience - Senior Level

2:00 pm – 3:30 pm

BAHIA 1 SALON

### Technology Disruptions: HR Trends Driving a Complete Re-invention of HR Software

*Mindy Chester, Workday HCM & Payroll Solution Consultant*  
*Mike Kaupe, Manager of Solution Consulting*  
*Workday*

Cluster: *Business*  
Behavioral Competency: *Business Acumen / Critical Evaluation*  
HR Expertise Domain: *Organization*  
Functional Area: *Technology Management*

Audience – Mid-Level

2:00 pm – 3:30 pm

LAGUNA 2 SALON

### At the Forefront of the Legal Battle

*María Judith (Nani) Marchand-Sánchez, Esq.*  
*Ferraiuoli, LLC.*

Sponsored by:



people caring for people

Cluster: *Business*  
Behavioral Competency: *Consultation*  
HR Expertise Domain: *Workplace*  
Functional Area: : *Employment Law & Regulations*

Audience - All Levels

## MEGA SESSION

3:30 pm – 5:00 pm

B A H I A 1 y 2  
S A L O N

### Cultivating Mindfulness in Leadership: A Radical Strategic Decision

*Irma Ruiz, Founder Anew Group & Senior Consultant*  
*Career Transitions, Inc.*

Sponsored by:



Cluster: *Leadership*  
Behavioral Competency: *Leadership & Navigation*  
HR Expertise Domain: *Workplace*  
Functional Area: : *Diversity & Inclusion*



Audience – Mid-Level





3:30 pm – 5:30 pm MIRAMAR SALON	<b>2017 SHRM-PR Annual Assambly</b>
5:00 pm – 6:30 pm E x p o A r e a	<b>🍷 ALEX DJ MUSIC   NETWORKING @ EXPO</b>
6:30 pm - 9:30 pm BELLA VISTA TERRACE	<b>🍷 SUNSET PARTY &amp; 50<sup>TH</sup> ANNIVERSARY CELEBRATION</b> <b>PLENEROS BOMBAYÁ</b> <b>BANDA SIN NOMBRE</b> <b>LA TRIBU DE ABRANTE</b>  Sponsored by:  